

**Talking Points – Green Dot Training**  
 Supervisor/Manager Discussions with their Teams

- From January 14 – 17, the Region will be hosting “Green Dot” training, with seven 4-hour sessions for staff and management. This training is aimed at promoting a culture of dignity and respect, where we each help prevent all types of harassment.
- This training responds to general concerns regarding sexual and other types of harassment in the Region. You will recall earlier this year the Union reported on survey findings which showed that half of R8 respondents (102 total) knew at least one person who had experienced sexual harassment in the Region; and that 10% of respondents had personally experienced harassment – including sexual remarks, offensive comments, or unwelcome sexual stories or jokes, among others.
- How will Green Dot training help us build a culture of dignity and respect in the Region? Imagine negative incidents happening around our workspace – be it in Wynkoop, the field, Montana, or the lab. Maybe in the lounge you hear a colleague speaking badly of another colleague; or maybe you hear a joke around your cubicle that makes those around you uncomfortable; or maybe at an offsite visit, an industry representative begins to flirt with your inspection partner. Those are red dots popping up on our workplace map.
- However, when we treat each other with dignity and respect, or take steps that counteract a negative action when it occurs, a green dot appears.
- Returning to our negative behavior examples, those green dots might be you suggesting to your gossiping teammate that bad talk harms our colleagues and workplace, or signaling to your joking coworkers that their jokes might be offensive to some, or acknowledging to your colleague the inappropriate attention they received during the inspection, and helping them address it after returning to the office.
- Over time, the green dots displace the red dots – and we will have achieved a safe, respectful, and harassment-free workplace. As we build this kind of a Region 8, we also create a more inclusive work environment in which we can live our values (Respect, Integrity, Accountability, Service – and Inclusiveness) every day.
- The interactive, thought-provoking, and entertaining Green Dot training program, tailored to our workplace using information gathered during the Green Dot focus groups held earlier this year, starts from the standpoint of conscious action, helping us build skills to become engaged bystanders so we can re-direct negative behaviors with timely, appropriate responses. This training program also helps us build a culture of dignity and respect and teaches that individual actions matter, helping as well to strengthen inclusion and diversity in our organization.

- For these reasons, I strongly encourage each and every one of you to join me in attending the training. (SEEs should contact Nobe Hattori, 312-6303, to sign up.
- None of us – by ourselves - can change our workplace alone. But our individual efforts are important for the incremental change we want to see; for the safe, respectful, and inclusive workplace we all deserve.

### Quick Facts

- When are the training sessions?
  - January 14, 12:30 – 4:30p
  - January 15, 8-12p
  - January 15, 12:30 – 4:30p
  - January 16, 8:00 – 12p
  - January 16, 12:30 – 4:30p
  - January 17, 8:00 – 12p
  - January 17, 12:30 – 4:30p
- What is Green Dot?
  - Bystander training to give employees the skills they need to intervene when they see inappropriate behavior at work
  - A green dot represents every positive, encouraging, or inclusive action in the region, while a red dot represents every negative action. The goal is to have the green dots outweigh the red
- What **isn't** Green Dot?
  - It's not traditional harassment training. It's not defining or explaining Region 8 harassment policies or procedures, though more information and clarification from the taskforce will follow the training. It's not defining sexual harassment.
- Is the training mandatory?
  - No, however it is expected that all employees attend. It is a priority for the region to feel safe and inclusive for all staff